

ICI AGREEMENT WAGE SCHEDULES

ARTICLE EIGHT - WAGES, BENEFITS & MONETARY CONDITIONS

8.01 Wage Rates and Fringe Benefits shall be in accordance with the following schedules:

8.01 (a) Industrial Steam Fitters/Welders Local 488

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
04-May-14	\$52.65	\$0.20	\$5.27	\$2.04	\$6.61	\$0.60	\$0.10	\$67.48
02-Nov-14	\$53.29	\$0.20	\$5.33	\$2.04	\$6.61	\$0.60	\$0.10	\$68.17
03-May-15	\$53.29	\$0.20	\$5.33	\$2.04	\$6.61	\$0.60	\$0.10	\$68.17
FOREMAN								
04-May-14	\$50.65	\$0.20	\$5.07	\$1.86	\$6.61	\$0.60	\$0.10	\$65.09
02-Nov-14	\$51.29	\$0.20	\$5.13	\$2.04	\$6.61	\$0.60	\$0.10	\$65.98
03-May-15	\$51.29	\$0.20	\$5.13	\$2.04	\$6.61	\$0.60	\$0.10	\$65.97
UA JOURNEYMAN STEAM FITTER & B PRESSURE WELDERS								
04-May-14	\$45.15	\$0.20	\$4.52	\$2.04	\$6.61	\$0.60	\$0.10	\$59.22
02-Nov-14	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
03-May-15	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
ALBERTA JOURNEYMAN STEAM FITTER & JOURNEYMAN WELDERS w/CWB								
04-May-14	\$40.63	\$0.20	\$4.06	\$1.86	\$6.61	\$0.60	\$0.10	\$54.06
02-Nov-14	\$41.19	\$0.20	\$4.12	\$2.04	\$6.61	\$0.60	\$0.10	\$54.86
03-May-15	\$41.19	\$0.20	\$4.12	\$2.04	\$6.61	\$0.60	\$0.10	\$54.86
JOURNEYMAN WELDERS w/o CWB								
04-May-14	\$38.35	\$0.20	\$3.83	\$1.86	\$6.61	\$0.60	\$0.10	\$51.55
02-Nov-14	\$38.89	\$0.20	\$3.89	\$2.04	\$6.61	\$0.60	\$0.10	\$52.33
03-May-15	\$38.89	\$0.20	\$3.89	\$2.04	\$6.61	\$0.60	\$0.10	\$52.33
3RD YEAR								
04-May-14	\$36.08	\$0.20	\$3.61	\$1.86	\$6.61	\$0.60	\$0.10	\$49.06
02-Nov-14	\$36.59	\$0.20	\$3.66	\$2.04	\$6.61	\$0.60	\$0.10	\$49.80
03-May-15	\$36.59	\$0.20	\$3.66	\$2.04	\$5.29	\$0.60	\$0.10	\$48.48
2ND YEAR								
04-May-14	\$29.28	\$0.20	\$2.93	\$1.86	\$6.61	\$0.60	\$0.10	\$41.59
02-Nov-14	\$29.69	\$0.20	\$2.97	\$2.04	\$6.61	\$0.60	\$0.10	\$42.22
03-May-15	\$29.69	\$0.20	\$2.97	\$2.04	\$4.30	\$0.60	\$0.10	\$39.90
1ST YEAR								
04-May-14	\$22.48	\$0.20	\$2.25	\$1.86	\$6.61	\$0.60	\$0.10	\$34.09
02-Nov-14	\$22.80	\$0.20	\$2.28	\$2.04	\$6.61	\$0.60	\$0.10	\$34.63
03-May-15	\$22.80	\$0.20	\$2.28	\$2.04	\$3.31	\$0.60	\$0.10	\$31.33

ICI AGREEMENT WAGE SCHEDULES

8.01 (b) Industrial Plumbers Local 488

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
04-May-14	\$52.65	\$0.20	\$5.27	\$1.86	\$6.61	\$0.60	\$0.10	\$67.29
02-Nov-14	\$53.29	\$0.20	\$5.33	\$2.04	\$6.61	\$0.60	\$0.10	\$68.17
03-May-15	\$53.29	\$0.20	\$5.33	\$2.04	\$6.61	\$0.60	\$0.10	\$68.17
FOREMAN								
04-May-14	\$50.65	\$0.20	\$5.07	\$1.86	\$6.61	\$0.60	\$0.10	\$65.09
02-Nov-14	\$51.29	\$0.20	\$5.13	\$2.04	\$6.61	\$0.60	\$0.10	\$65.97
03-May-15	\$51.29	\$0.20	\$5.13	\$2.04	\$6.61	\$0.60	\$0.10	\$65.97
JOURNEYMAN								
04-May-14	\$45.15	\$0.20	\$4.52	\$1.86	\$6.61	\$0.60	\$0.10	\$59.04
02-Nov-14	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
03-May-15	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
4TH YEAR								
04-May-14	\$36.08	\$0.20	\$3.61	\$1.86	\$6.61	\$0.60	\$0.10	\$49.06
02-Nov-14	\$36.59	\$0.20	\$3.66	\$2.04	\$6.61	\$0.60	\$0.10	\$49.81
03-May-15	\$36.59	\$0.20	\$3.66	\$2.04	\$5.29	\$0.60	\$0.10	\$48.48
3RD YEAR								
04-May-14	\$31.55	\$0.20	\$3.15	\$1.86	\$6.61	\$0.60	\$0.10	\$44.07
02-Nov-14	\$31.99	\$0.20	\$3.20	\$2.04	\$6.61	\$0.60	\$0.10	\$44.75
03-May-15	\$31.99	\$0.20	\$3.20	\$2.04	\$4.63	\$0.60	\$0.10	\$42.76
2ND YEAR								
04-May-14	\$27.01	\$0.20	\$2.70	\$1.86	\$6.61	\$0.60	\$0.10	\$39.08
02-Nov-14	\$27.39	\$0.20	\$2.74	\$2.04	\$6.61	\$0.60	\$0.10	\$39.68
03-May-15	\$27.39	\$0.20	\$2.74	\$2.04	\$3.97	\$0.60	\$0.10	\$37.04
1ST YEAR								
04-May-14	\$22.48	\$0.20	\$2.25	\$1.86	\$6.61	\$0.60	\$0.10	\$34.09
02-Nov-14	\$22.80	\$0.20	\$2.28	\$2.04	\$6.61	\$0.60	\$0.10	\$34.63
03-May-15	\$22.80	\$0.20	\$2.28	\$2.04	\$3.31	\$0.60	\$0.10	\$31.33

ICI AGREEMENT WAGE SCHEDULES

8.01 (c) Commercial & Institutional Local 488

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
04-May-14	\$48.15	\$0.20	\$4.82	\$1.86	\$6.00	\$0.25	\$0.10	\$61.38
02-Nov-14	\$48.79	\$0.20	\$4.88	\$2.04	\$6.00	\$0.25	\$0.10	\$62.26
03-May-15	\$48.79	\$0.20	\$4.88	\$2.04	\$6.00	\$0.25	\$0.10	\$62.26
FOREMAN								
04-May-14	\$46.15	\$0.20	\$4.62	\$1.86	\$6.00	\$0.25	\$0.10	\$59.18
02-Nov-14	\$46.79	\$0.20	\$4.68	\$2.04	\$6.00	\$0.25	\$0.10	\$60.06
03-May-15	\$46.79	\$0.20	\$4.68	\$2.04	\$6.00	\$0.25	\$0.10	\$60.06
JOURNEYMAN								
04-May-14	\$42.15	\$0.20	\$4.22	\$1.86	\$6.00	\$0.25	\$0.10	\$54.78
02-Nov-14	\$42.79	\$0.20	\$4.28	\$2.04	\$6.00	\$0.25	\$0.10	\$55.66
03-May-15	\$42.79	\$0.20	\$4.28	\$2.04	\$6.00	\$0.25	\$0.10	\$55.66
4TH YEAR PLUMBER / 3RD YEAR STEAM FITTER								
04-May-14	\$33.68	\$0.20	\$3.37	\$1.86	\$4.80	\$0.25	\$0.10	\$44.26
02-Nov-14	\$34.19	\$0.20	\$3.42	\$2.04	\$4.80	\$0.25	\$0.10	\$45.00
03-May-15	\$34.19	\$0.20	\$3.42	\$2.04	\$4.80	\$0.25	\$0.10	\$45.00
3RD YEAR PLUMBER								
04-May-14	\$29.45	\$0.20	\$2.94	\$1.86	\$4.20	\$0.25	\$0.10	\$39.00
02-Nov-14	\$29.89	\$0.20	\$2.99	\$2.04	\$4.20	\$0.25	\$0.10	\$39.67
03-May-15	\$29.89	\$0.20	\$2.99	\$2.04	\$4.20	\$0.25	\$0.10	\$39.67
2ND YEAR STEAM FITTER								
04-May-14	\$27.33	\$0.20	\$2.73	\$1.86	\$3.90	\$0.25	\$0.10	\$36.38
02-Nov-14	\$27.74	\$0.20	\$2.77	\$2.04	\$3.90	\$0.25	\$0.10	\$37.00
03-May-15	\$27.74	\$0.20	\$2.77	\$2.04	\$3.90	\$0.25	\$0.10	\$37.00
2ND YEAR PLUMBER								
04-May-14	\$25.21	\$0.20	\$2.52	\$1.86	\$3.60	\$0.25	\$0.10	\$33.74
02-Nov-14	\$25.59	\$0.20	\$2.56	\$2.04	\$3.60	\$0.25	\$0.10	\$34.34
03-May-15	\$25.59	\$0.20	\$2.56	\$2.04	\$3.60	\$0.25	\$0.10	\$34.34
1ST YEAR PLUMBER & STEAM FITTER								
04-May-14	\$20.98	\$0.20	\$2.10	\$1.86	\$3.00	\$0.25	\$0.10	\$28.48
02-Nov-14	\$21.30	\$0.20	\$2.13	\$2.04	\$3.00	\$0.25	\$0.10	\$29.01
03-May-15	\$21.30	\$0.20	\$2.13	\$2.04	\$3.00	\$0.25	\$0.10	\$29.02

ICI AGREEMENT WAGE SCHEDULES

8.01 (d) Instrument Mechanic

(General Foreman and Foreman rates are as per 488 Industrial Schedule)

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
JOURNEYMAN								
04-May-14	\$45.15	\$0.20	\$4.52	\$1.86	\$6.61	\$0.60	\$0.10	\$59.04
02-Nov-14	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
03-May-15	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
4TH YEAR								
04-May-14	\$38.35	\$0.20	\$3.83	\$1.86	\$6.61	\$0.60	\$0.10	\$51.55
02-Nov-14	\$38.89	\$0.20	\$3.89	\$2.04	\$6.61	\$0.60	\$0.10	\$52.33
03-May-15	\$38.89	\$0.20	\$3.89	\$2.04	\$5.62	\$0.60	\$0.10	\$51.34
3RD YEAR								
04-May-14	\$33.81	\$0.20	\$3.38	\$1.86	\$6.61	\$0.60	\$0.10	\$46.56
02-Nov-14	\$34.29	\$0.20	\$3.43	\$2.04	\$6.61	\$0.60	\$0.10	\$47.27
03-May-15	\$34.29	\$0.20	\$3.43	\$2.04	\$4.96	\$0.60	\$0.10	\$45.62
2ND YEAR								
04-May-14	\$29.28	\$0.20	\$2.93	\$1.86	\$6.61	\$0.60	\$0.10	\$41.59
02-Nov-14	\$29.69	\$0.20	\$2.97	\$2.04	\$6.61	\$0.60	\$0.10	\$42.21
03-May-15	\$29.69	\$0.20	\$2.97	\$2.04	\$4.30	\$0.60	\$0.10	\$39.90
1ST YEAR								
04-May-14	\$24.74	\$0.20	\$2.47	\$1.86	\$6.61	\$0.60	\$0.10	\$36.59
02-Nov-14	\$25.09	\$0.20	\$2.51	\$2.04	\$6.61	\$0.60	\$0.10	\$37.15
03-May-15	\$25.09	\$0.20	\$2.51	\$2.04	\$3.64	\$0.60	\$0.10	\$34.18

8.01 (j) Wage Page Clarifications applicable to Local 488 Schedules

- 1) Calculate the 'ISIT' contributions on hours earned
- 2) Monthly Union Dues = 3x column A (**maximum Journeyman Rate**)
- 3) BTA dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- 4) Fraternal & Building dues of 12¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- 5) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- 6) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.
- 7) Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017)